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American Association of University Women

Factors conditioning the work and progress...

Washington, D.C.

[1930]

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American Association of University Women
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FACTORS CONDITIONING THE WORK AND PROGRESS OF UNIVERSITY WOMEN

1. JOBS FOR UNIVERSITY WOMEN

I. Historical sketch of growth in professional opportunities for women

II. Changes in occupational distribution since 1900

III. Jobs women are now holding

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A. Leading fields of work

B. Salaries

C. Opportunities for employment and promotion

D. Possibilities for personal development

IV. Signs of progress

V. Extent to which women are gaining a foothold in fields of work commonly considered as belonging to men -- ministry, law, medicine, engineering, etc.

Occupations for College Women - A Bibliography. Institute of Women's Professional Relations. Bulletin No. 1. October 1929.

Hatcher, O. Latham. Occupations for Women. Southern Women's Educational Alliance, Richmond, Va. 1927.

Hutchinson, Emilie J. Women and the Ph.D. Journal of American Association of University Women. XXII. 19-23. October 1928.

Women in the Modern World. Annals of the American Academy of Political and Social Science. CXLIII. May 1929.

Leuck, Miriam Simons. Fields of Work for Women. D. Appleton and Company, New York. 1926.

Current Periodicals.

2. BARRIERS TO SUCCESS IN BUSINESS AND THE PROFESSIONS

I. Difficulties in securing training

II. Prejudices against women workers

A. Woman's place is in the home

B. Men as heads of families have claim to larger opportunities

C. Women are inferior to men in ability

III. Personal characteristics opposed to success

A. Are women too personal and "touchy"?

B. Are women too serious, conscientious, detail-minded?

C. Are women too aggressive and "bossy"?

IV. Lack of incentive to success

A. Expectation of giving up work on marriage

B. Success in work not expected of women

C. Financial pressure not as strong for women

V. Lack of continuity and concentration on the job.

A. The demands of homemaking and children

B. The claims of parents and other relatives

C. The demands of "feminine charm"

VI. Possibilities of overcoming these barriers

Thomas, M. Carey. Education of Women. New York: American Book Co. 1911. 40 pp.

Voorhees, Elsa Denison. Emotional Adjustment of Women in the Modern World and the Choice of Satisfactions. Annals of American Academy of Political and Social Science. CXLIII. pp. 368-373. May 1929.

Bromley, Dorothy Dunbar. Feminist -- New Style. Harpers CLV. pp. 552-560. October 1927.

Burbacker, John S. The Judicial Status of Marriage and Maternity as an Obstacle to the Education of Women for Professional Careers in Public School Teaching. School and Society, XXVI. pp. 428-435. October 1, 1927.

Also References Given for No. I.

3. EQUAL PAY FOR EQUAL WORK

I. How do the earnings of men and women compare at the present time?

A. In general

B. For equal work

II. Why do women receive less pay for equal work?

A. Weaker bargaining power

B. Custom and prejudice

C. The pin-money and self-support theory

III. What are the facts concerning family support?

A. The relative burden of men and women workers

B. Should men receive more pay because of their greater burden?

IV. What would be the effects of equal pay

A. On the occupational opportunities of women workers

B. On men's wages

V. Is the family allowance system a feasible solution?

Breckenridge, S. P. The Home Responsibilities of Women Workers and the "Equal Wage." Journal of Political Economy. August 1923. Vol. 31. pp. 521-543.

Peterson, Agnes L. What the Wage-Earning Woman Contributes to Family Support. Annals of American Academy. May 1929. Vol. CVLIII. pp.74-93.

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Hathaway, A. H. Should There be Salary Distinctions Between Men and Women Teachers. American School Board Journal. July 1929. pp. 45-46.

U. S. Congress 70th, 2nd Session -- H. of R. House Document No. 602. Report of Wage and Personnel Survey. Personnel Classification Board, Washington, D. C., Government Printing Office. 1929. Chaps.IX-XII

Webb, Beatrice. The Wages of Men and Women; Should They Be Equal? London Fabian Society (1919) 79 p.

4. A FAMILY AND A JOB--CAN IT BE DONE?

I. Extent to which it is being done

A. Locally

B. Nationally

II. Why do mothers seek employment?

A. Financial necessity

B. Revolt from housekeeping

C. Outlet for energies

D. Desire to be better mothers

III. What sorts of jobs are open to them?

A. Importance of premarital experience

B. Part-time versus full-time work

C. Flexible hours

D. Community facilities for care of children and housekeeping - nursery schools, supervised playgrounds, school lunches, community kitchens, etc.

IV. What effect has the employment of the mother?

A. On the family

1. The husband
2. The children
3. Domestic help

B. On home life

C. On the mother herself

V. Should it be done?

Coyle, Grace L. Jobs and Marriage. The Womans' Press, New York. 1928. 101 pp.

Pruette, Lorine. The Married Woman and the Part-time Job. Annals of the American Academy. Vol. CXLIII. May 1929. pp. 301-314.

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Howes, Ethel Puffer. Continuity for Women. Atlantic Monthly, CXXX. December 1922, p. 731.

Dublin, Louis I. Homemaking and Careers. Atlantic Monthly, CXXXVIII. September 1926. pp. 335-343.

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5. CAN THE OLDER MARRIED WOMAN COME BACK?

I. To what extent has her skill suffered during her years of homemaking?

A. Possibilities of maintaining her skill

B. Difficulties encountered in regaining her skill

C. Difficulties encountered in keeping up with new developments

II. What is the effect of her years of homemaking on her attitude toward her job?

A. On her business habits?

B. On her self-confidence?

C. On her attitude toward her employer and fellow-workers?

D. On her ability to adjust?

III. To what extent is she helped or handicapped by her maturity?

IV. What sorts of jobs are open to her?

A. Attitude of employers toward her

V. How could her handicaps be overcome?

VI. Should she come back?

A. Other alternatives

Spencer, Anna Garlin. Women's Share in Social Culture. Lippincott

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Pope, Virginia. The Middle Aged Woman in Business. The Woman Citizen. April 1926.

Ross, May. Can Mother Come Back. Survey, LVIII. April 1927. p. 37.

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6. WHAT IS HAPPENING TO THE WORK IN THE HOME?

I. To what extent has the work of the home changed in the last 50 years?

A. In the kind of work done?

B. In the amount of help which the homemaker receives?

C. In the standards of housekeeping and child care maintained?

II. Does the modern homemaker have a full-time job?

A. When she has no children?

B. When her children are small?

C. When her children are grown?

III. How does homemaking compare with other jobs at the present time?

A. In interest and satisfaction in the work?

B. In security, independence and other conditions of work?

C. In development of the workers' abilities and personality?

D. In prestige and opportunity for achievement

E. In economic reward?

IV. How can homemaking be made a more satisfying occupation?

A. By further reducing the work of the home?

1. By labor-saving equipment and housing?
2. By applying "scientific management" to household tasks?
3. By the use of commercial products and large-scale agencies?

B. By making homemaking a cooperative family job?

C. By education for homemaking as a profession?

D. By improvement in the homemaker's economic status? (See topic 7)

Parsons, Alice B. Woman's Dilemma. Part I, Ch. XI, Part II. N. Y.: Crowell. 1926.

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Journal of Home Economics. May 1928. Vol. 20, pp. 311-314
Abolishing the Inefficient Kitchen
Journal of Home Economics. July 1929. Vol. 21, pp. 475-481

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Coyle, Grace L. Jobs and Marriage. The Womans' Press, New York. 1928. pp. 30-39, 51-66

7. WAGES FOR WIVES AND OTHER ROADS TO ECONOMIC INDEPENDENCE

I. The housemaker's present economic status

A. Is it unfair to her?

1. Dependency during marriage
2. Her status if the family is disrupted

B. Is it unfair to her husband?

1. The parasitic wife
2. The ethics of alimony

II. "Wages for wives"

A. Can the homemaker's work be valued in terms of money?

B. How should her "earnings" be computed?

C. How much does she "earn"?

D. Is the payment of "wages" a feasible scheme?

III. The financial partnership plan

A. The basis of the plan

1. Should the income be divided equally?
2. Who should own the savings?
3. Should property owned before marriage be divided?

B. The method of handling funds

1. Should bank accounts be joint or separate?
2. Who should pay the bills?
3. Who should make the investments?

C. Legal aspects

1. The "community property" laws of several states
2. What would a model law provide?

D. Is the partnership plan a satisfactory solution?

IV. The family allowance system abroad

A. The family wage system in Europe and Australia

B. The family endowment movement in England

C. Is the family allowance system desirable?

D. Is it a solution of the homemaker's economic problem?

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Anthony, Katherine, Editor. The Endowment of Motherhood. B. W. Huebsch, New York. The Freeman Pamphlets. 1920. 50¢

8. THE PAID WORKER IN THE HOME - PRESENT AND FUTURE

I. Why has the employment of paid workers declined in this country?

A. The scarcity of supply of workers

1. Have the restrictions in immigration laws caused the shortage?
2. Why do workers prefer other occupations?

3. How much have wages increased?
4. Is the present worker less satisfactory?

B. The diminution of demand for paid service

1. Does the modern homemaker need less help?
2. Has the "maid" been replaced by the auto and movie?

II. What types of paid service do university women want?

A. Part-time versus full-time

B. General housework versus specialized tasks

C. Highly-paid skilled workers versus lower-paid unskilled

D. "Living-in" versus "living-out"

III. What standards of work are fair and feasible for such service?

A. As to hours of work

B. As to wages

C. As to living arrangements and meals

D. As to overtime, vacations, sickness

E. As to advancement, notice and other items

IV. From what sources can the supply of workers be drawn?

A. Part-time student workers

B. Middle-aged women not hitherto employed

C. Workers from other industries

D. Workers already in household service

V. How can the conditions of work and type of workers be improved?

A. Experiments of placement agencies

1. Selection of worker to fit the job
2. Standard contracts as to wages, hours, etc.
3. Job analysis and work schedules
4. Adjustment of difficulties between employer and employee
5. Supervision of workers on the job

B. Experiments of training agencies

1. Training of worker before placement
2. Training of worker after placement
3. Training of the employer

C. Workers' organizations

D. Legislation applying to household employment

E. Experiments of individual employers

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9. EXPERIMENTS WITH LARGE-SCALE HOUSEKEEPING

I. The pros and cons of large-scale housekeeping

A. Would it be more efficient?

1. The economies of large-scale production -- Specialization, mechanization, organization
2. The costs of large-scale production -- Distribution, financing, profits

B. Would the quality of products and services be lessened?

C. Would family life be injured?

D. Would the homemaker's time be used to better advantage?

1. Could she hold a full-time outside job?
2. Would her abilities have better outlet?

II. Experiments in regard to:

A. The family meal

B. The family laundry

C. The care of the house

D. The care of children

Black, Clementina. A New Way of Housekeeping. W. Collins Sons & Co., London. 1918.

Gilman, Charlotte P. S. The Wastes of Private Housekeeping. Annals of American Academy of Political and Social Science, July 1913. Vol. 48. pp. 91-95.

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B. The family laundry

C. The care of the house

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